



Mediation Compliance Unit

Lieutenant Larry Doyle
Sergeant Gio Veliz



Minneapolis Police Department Hiring Process

November 2005

State of Minnesota

POST License Eligible Criteria

- Complete a two or four year Law Enforcement or Criminal Justice degree through a Professional Peace Officer Education program
- Be a citizen of the United States
- Possess a valid driver's license or be eligible to obtain such in Minnesota
- Not have been convicted of a felony
- Pass the POST Licensing Exam (reciprocity exam)
 - Eligible to be licensed

Minneapolis Police Department Candidate Recruitment Approaches

Goals: Fill open positions with qualified personnel. Increase the diversity of MPD workforce.

Recruit Officer Program:

A candidate who has completed all of the officer pre-license work, both academic courses and skills training. The last step in becoming a licensed officer is to secure a position on a police force. The candidate simultaneously achieves their license as they start the Minneapolis Police Academy.

Lateral Hires:

Recruit a Police Officer who has their license and a minimum of one year's experience as a licensed officer.

Community Service Officers (CSO):

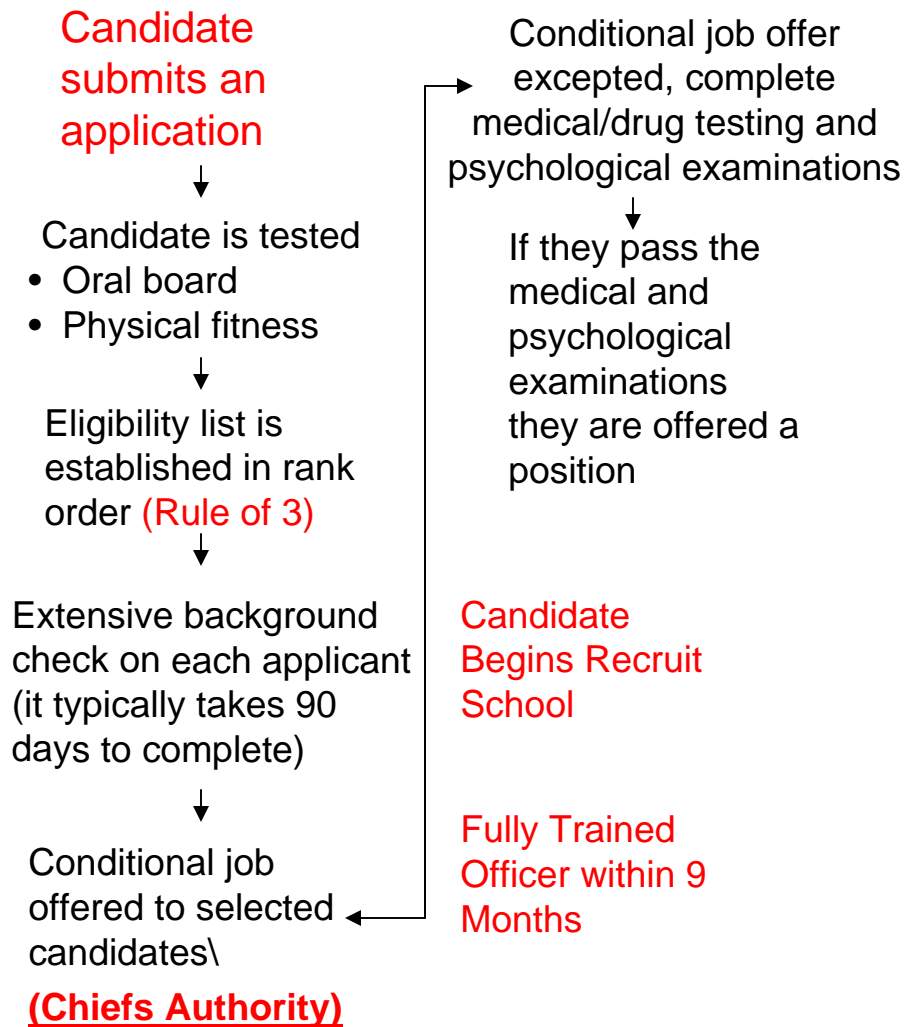
Candidates who are able to pass college entrance requirements. Will need to enroll in college to complete academic course work and skills training while a CSO officer.

Cadet Program:

Candidate entering the Cadet program have a 2 or 4 year degree and any discipline. The MPD brings in certified instructors to provide the core law enforcement courses. Candidates then take the POST Test then go through SKILLS.

Police Recruits

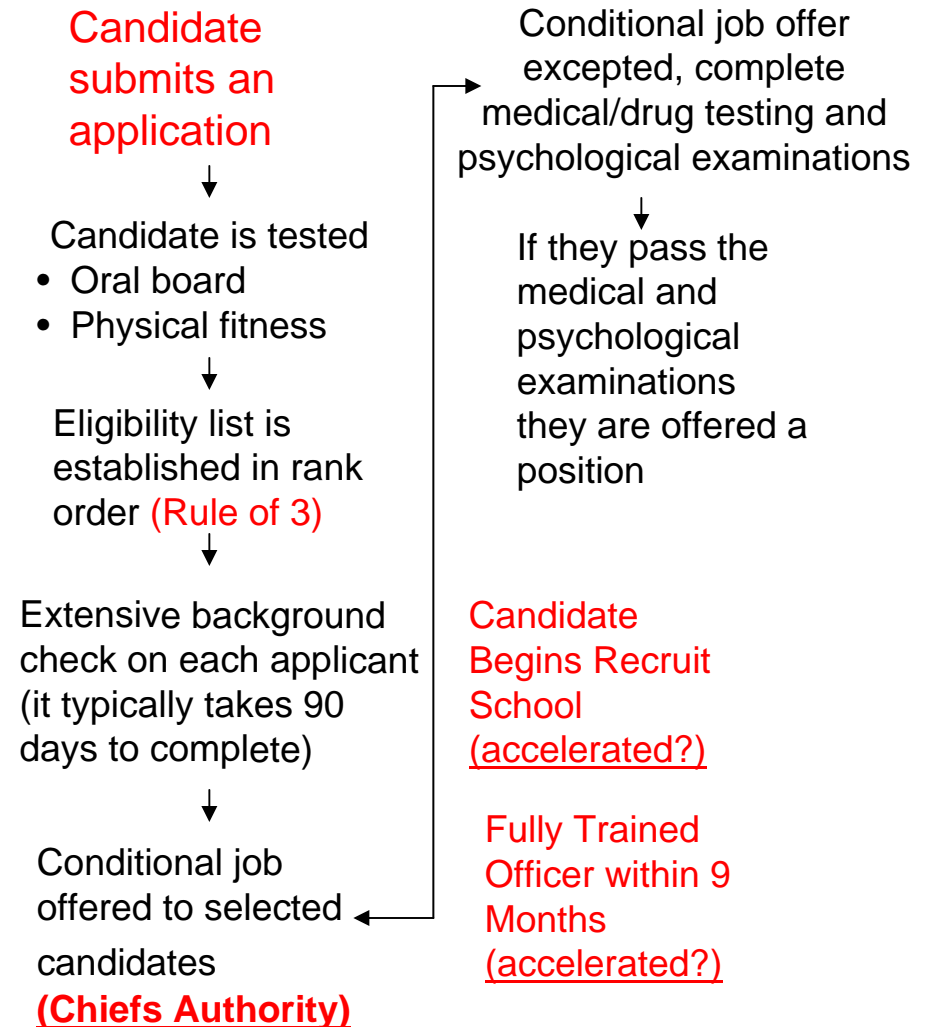
- 2 Yr or 4 Yr degree in LE
- SKILLS/POST certified



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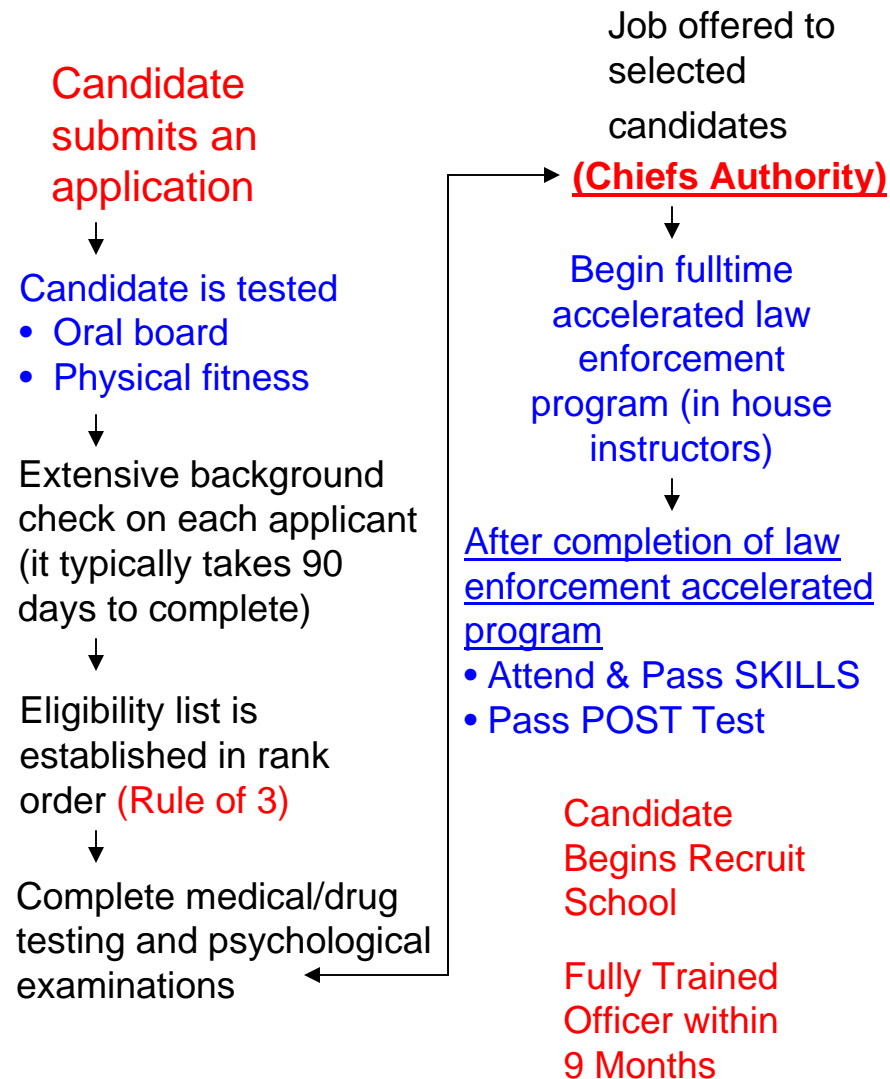
Lateral Transfers

- 1 Year or more experience Police Officer
In other law enforcement agency



Cadet Program

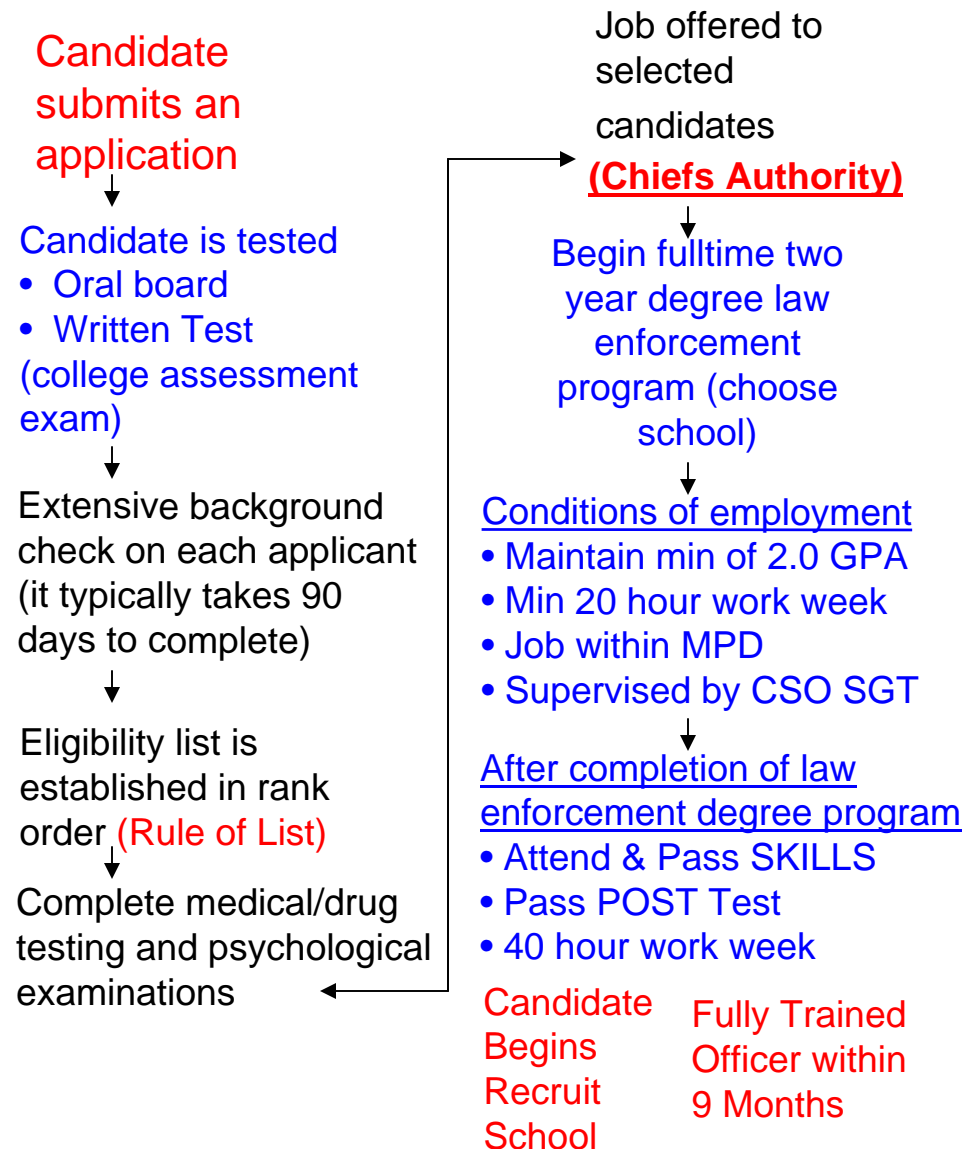
- 2 or 4 year degree in any discipline



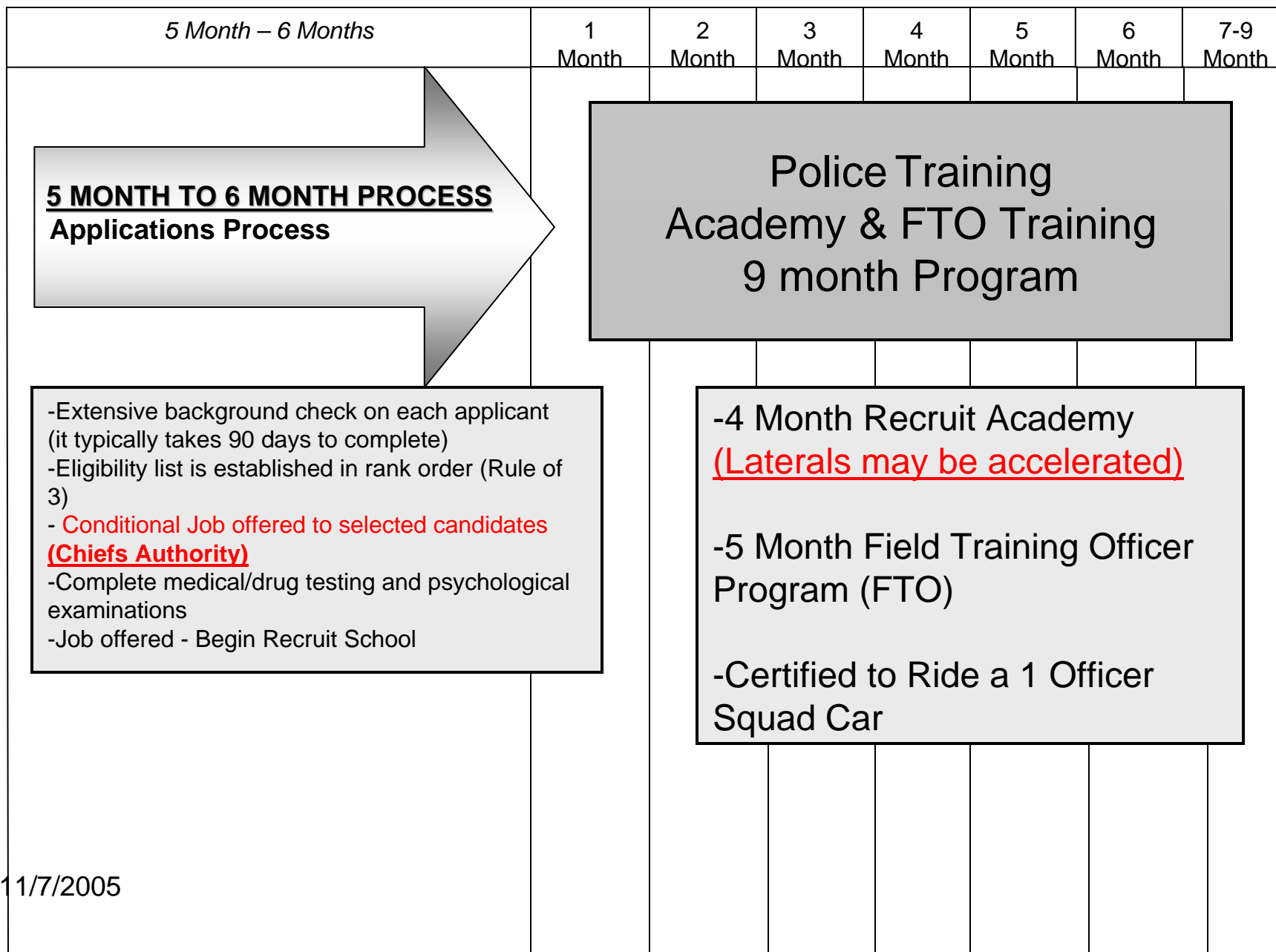
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Community Service Officer

- 18 YOA
- HS Degree or equivalent



Recruit/Cadet/Lateral Hiring Process – Minneapolis Police Department



11/7/2005



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| Lateral Entry Candidates By Gender and Ethnicity | | | | |
|---|------|--------|-------|-------|
| | Male | Female | Total | % |
| | | | | |
| White | 35 | 6 | 41 | 60.29 |
| Black | 16 | 3 | 19 | 27.94 |
| Hispanic | 0 | 0 | 0 | 0.00 |
| Asian | 2 | 0 | 2 | 2.94 |
| Am. Indian | 2 | 0 | 2 | 2.94 |
| Unknown | 0 | 4 | 4 | 5.88 |
| | | | | |
| Total | 55 | 13 | 68 | 100% |

11/7/2005



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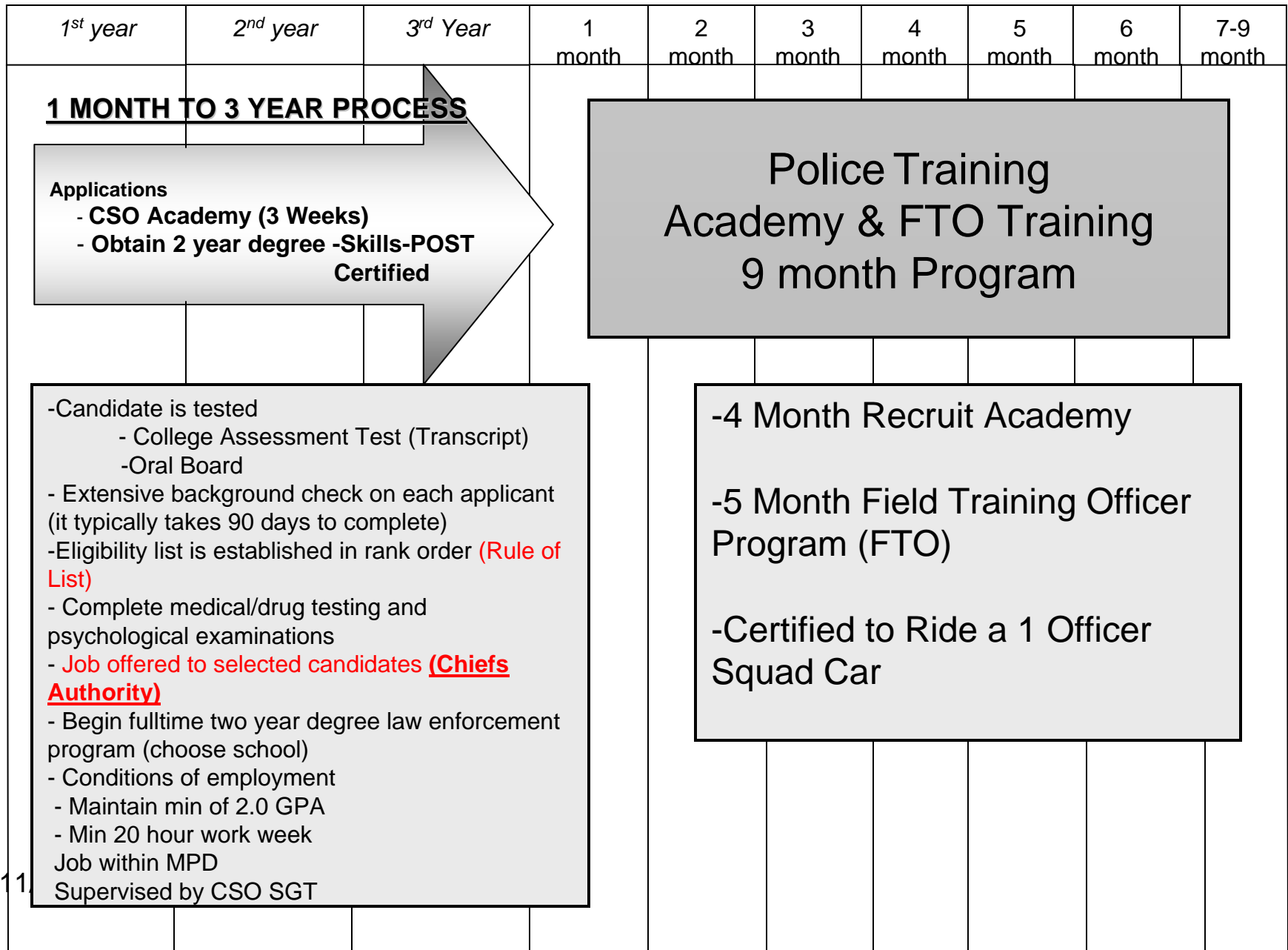
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| Community Service Officer Candidates By Gender and Ethnicity | | | | |
|---|------|--------|-------|-------|
| | Male | Female | Total | % |
| | | | | |
| White | 35 | 5 | 40 | 53.33 |
| Black | 12 | 1 | 13 | 17.33 |
| Hispanic | 3 | 2 | 5 | 6.67 |
| Asian | 8 | 0 | 8 | 10.67 |
| Am. Indian | 1 | 1 | 2 | 2.67 |
| Unknown | 5 | 2 | 7 | 9.33 |
| | | | | |
| Total | 64 | 11 | 75 | 100% |

11/7/2005

CSO Hiring Process – Minneapolis Police Department



Phase 1: 2005-2006 Hiring Timeline for 71 Officers – Minneapolis Police Department

